

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

13-CA-322246

Date Filed

7-21-2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer
Hearthside - ExcellHR

b. Tel. No.

(b) (6), (b) (7)(C)

c. Cell No.

(b) (6), (b) (7)(C)

f. Fax No.

d. Address (Street, city, state, and ZIP code)
720 Center Ave

IL Carol Stream 60187

e. Employer Representative

(b) (6), (b) (7)(C)

g. e-mail

h. Number of workers employed
350i. Type of Establishment (factory, mine, wholesaler, etc.)
Food Processingj. Identify principal product or service
Kraft, Gerber, Caprisun

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) ng charge (if labor organization, give full name, including lo

(b) (6), (b) (7)(C)

Casa DuPage Workers Center / Immigrant Solidarity DuPage

4a. Address (Street and number, city, state, and ZIP code)

311 S Naperville Rd Suite C
IL Wheaton 60187

4b. Tel. No.

(331) 716-7193

4c. Cell No.

(b) (6), (b) (7)(C)

4d. Fax No.

4e. e-mail

(b) (6), (b) (7)(C)@immigrantsolidaritydupage.onmicrosoft.com

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Asociacion de Trabajadores unidos por la justicia de Hearthside

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

311 S Naperville Rd Suite C

Address Wheaton IL 60187

Date 07/21/2023 03:42:15 PM

Tel. No.

(331) 716-7193

Office, if any, Cell No.

(b) (6), (b) (7)(C)

Fax No.

e-mail

(b) (6), (b) (7)(C)@immigrantsolidaritydupage.onmicrosoft.com

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(3)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) joined or supported a labor organization and in order to discourage union activities and/or membership.

[illegible]

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

13-CA-322247

Date Filed

7-21-2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer
Hearthside - ExcellHRb. Tel. No.
(630) 943-0997

c. Cell No.

f. Fax No.

d. Address (Street, city, state, and ZIP code)
720 Center Ave

e. Employer Representative

(b) (6), (b) (7)(C)

g. e-mail

IL Carol Stream 60188

h. Number of workers employed
350i. Type of Establishment (factory, mine, wholesaler, etc.)
Food Processingj. Identify principal product or service
Kraft, Gerber, Caprisun

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 1 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) ng charge (if labor organization, give full name, including lo

(b) (6), (b) (7)(C)

Casa DuPage Workers Center / Immigrant Solidarity DuPage

4a. Address (Street and number, city, state, and ZIP code)

311 S Naperville Rd Suite C
IL Wheaton 601874b. Tel. No.
(331) 716-71934c. Cell No.
(b) (6), (b) (7)(C)

4d. Fax No.

4e. e-mail
(b) (6), (b) (7)(C)@immigrantsolidaritydupage.onmicrosoft.com

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Asociacion de Trabajadores por la justicia en Hearthside.

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

311 S Naperville Rd Suite C

Address Wheaton IL 60187

Date 07/21/2023 02:43:59 PM

Tel. No.
(331) 716-7193Office, if any, Cell No.
(b) (6), (b) (7)(C)

Fax No.

e-mail
(b) (6), (b) (7)(C)@immigrantsolidaritydupage.onmicrosoft.com**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
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Basis of the Charge

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by threatening to retaliate against employees if they joined or supported a union.

[illegible]

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

13-CA-322249

Date Filed

7-21-2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Hearthside - ExcellHR		b. Tel. No. (872) 280-7643
		c. Cell No. (872) 280-7643
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 720 Center Ave IL Carol Stream 60188	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail
		h. Number of workers employed 350
i. Type of Establishment (factory, mine, wholesaler, etc.) Food Processing	j. Identify principal product or service Kraft, Gerber, Caprisun	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) ng charge (if labor organization, give full name, including lo

(b) (6), (b) (7)(C)

Casa DuPage Workers Center / Immigrant Solidarity DuPage

4a. Address (Street and number, city, state, and ZIP code) 311 S Naperville Rd Suite C IL Wheaton 60187	4b. Tel. No. (331) 716-7193
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)@immigrantsolidaritydupage.onmicrosoft.com

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Asociacion de Trabajadores unidos por la justicia laboral de Hearthsides

6. DECLARATION

I declare that I have read the above charge and that the statements
(b) (6), (b) (7)(C) are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

311 S Naperville Rd Suite C

Address Wheaton IL 60187

Date 07/21/2023 04:19:04 PM

Tel. No.
(331) 716-7193Office, if any, Cell No.
(b) (6), (b) (7)(C)

Fax No.

e-mail
(b) (6), (b) (7)(C)@immigrantsolidaritydupage.onmicrosoft.com**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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Basis of the Charge

8(a)(3)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) joined or supported a labor organization and in order to discourage union activities and/or membership.

Name of employee discharged	Approximate date of discharge
(b) (6), (b) (7)(C)	(b) (6), (b) (7) /2023

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

13-CA-322292

Date Filed

7-2-2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Hearthside Food Solutions - ExcellHR		b. Tel. No. (630) 943-0997
		c. Cell No. (872) 280-7643
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 720 Center Ave IL Carol Stream 60188	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)
		h. Number of workers employed 350
i. Type of Establishment (factory, mine, wholesaler, etc.) Food Processing	j. Identify principal product or service Kraft, Gerber, Caprison, Nabisco	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3,1 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) ing charge (if labor organization, give full name, including location) (b) (6), (b) (7)(C)
Casa DuPage Workers Center / Immigrant Solidarity DuPage

4a. Address (Street and number, city, state, and ZIP code) 311 S Naperville Rd Suite C IL Wheaton 60187	4b. Tel. No. (331) 716-7193
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)@immigrantsolidaritydupage.onmicrosoft.com

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Asociacion de Trabajadores unidos por la justicia laboral en Hearthside Food Solutions

6. DECLARATION

I declare that I have read the above charge and that the statements
(b) (6), (b) (7)(C) are true to the best of my knowledge and belief.

(signature of representative or person making charge)

(Print/type name and title or office, if any)

311 S Naperville Rd Suite C

Address Wheaton IL 60187

Date 07/24/2023 11:16:26 AM

Tel. No.
(331) 716-7193Office, if any, Cell No.
(b) (6), (b) (7)(C)

Fax No.

e-mail
(b) (6), (b) (7)(C)@immigrantsolidaritydupage.onmicrosoft.com**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(3)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) joined or supported a labor organization and in order to discourage union activities and/or membership.

Name of employee discharged	Approximate date of discharge
(b) (6), (b) (7)(C)	(b) (6), (b) (7) /2023
(b) (6), (b) (7)(C)	(b) (6), (b) (7) /2023
(b) (6), (b) (7)(C)	(b) (6), (b) (7) /2023

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by threatening to retaliate against employees if they joined or supported a union.

Name of Employer's Agent/Representative who made the statement	Approximate date
(b) (6), (b) (7)(C)	(b) (6), (b) (7) /2023
(b) (6), (b) (7)(C)	(b) (6), (b) (7) /2023
(b) (6), (b) (7)(C)	(b) (6), (b) (7) /2023